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**POLICE AND CRIME COMMISSIONER FOR BEDFORDSHIRE**

**MINUTES OF STRATEGIC BOARD**

**21st September 2017, 12:30 – 14:30**

**Conference Room 1, Beds Police HQ**

**PRESENT**

<b>Chair</b>	<b>Kathryn Holloway, Police and Crime Commissioner (KH)</b>
	<b>Garry Forsyth, Deputy Chief Constable (GF)</b>
	<b>Phil Wells, Chief Finance Officer (PW)</b>
	<b>David Boyle, Chief Superintendent LPC (DB)</b>
	<b>Clare Kelly, Chief of Staff OPCC (CK)</b>
	<b>Kevin Vanterpool, Consultant – Victim Services</b>
	<b>Anna Akerman, Director of Policy OPCC (AA)</b>
	<b>Nuala Goldsboro, Assistant to the PCC (NG) – Meeting Minutes</b>
<b>Apologies</b>	<b>Jon Boutcher, Chief Constable (JB)</b>
	<b>Jackie Sebire, T/Assistant Chief Constable (JS)</b>

Minutes	ACTIONS
<p><b>1. Welcome</b></p> <p><b>Minutes &amp; actions from 22<sup>nd</sup> August 2017 - some agreed and some are carried forward:</b></p> <p><b>Actions:</b> <b>Fire collaborations</b></p> <p>Garry Forsyth updated on Double Crewing - not sure if there is any succession planning for Glen. DB advised that someone is stepping but it is not known who yet.</p> <p>We need to look across the force to make sure the balance of workload/resources is right i.e. demand for Emerald officers last year need was 60 now it's at least 70+. We have to resource much more for Counter Terrorism than Herts' do. If we are at such a tipping point we need to look everywhere across the Force to scrutinise all resources. JB said he is looking into a HR professional working with him on this.</p> <p>KH asked for an update on this to next Strat' Board.</p>	<p>GF</p> <p>JB</p>

<p>Assurance around Governance process and checking Effectiveness and Resources: – these are being worked on at a Team Away Day and findings will be reported back. KH said she feels this is our Achilles Heel. It is natural for GF to take this on and to see if we can adopt what other forces have done. KH said she was looking forward to hearing about this on the efficiency update. AA said she has received a report from Pete Woolley and for the next quarterly report he has agreed to look into this. GF said he is really interested in governance and mechanism for the Force; lots of opportunities to work on what’s not working and what is.</p> <p>PW gave an update on recruitment: – of 98 new recruits 7 have left. We have 35% BME coming through the door. KH said 5-10 years ago we had 20% attrition, so stats are better. She also asked DB to pass on congratulations to those who managed the new recruits. KH have we reached our recruitment target? PW said the total number still to be recruited depends on the total of leavers. He will report back.</p> <p>KH said that Strat’ Board is not delivering exactly what she envisaged and said we should get used to talking about what we are achieving with regard to HMIC and that given the pressures we face we focus too much on delivering against HMIC requirements only and not sustaining them. We should have as a standard agenda item an update on Missing and Vulnerability. The PCC advised that she would always want crime performance figures and comparisons at Strat’ Board. We should also have an update on HUBS and Response as these are currently great concerns. We should also discuss JPS Governance issues and can’t ignore Parish Council priorities – quarterly updates/speeding/car crime/robbery/TOR etc.</p> <p><b>2. Efficiency (i) HMIC</b></p> <p>PW said that by October this year we should have reached the recruitment target we advised HMIC we would have by November 2018 which is great. DB mentioned that funds arrive on 1<sup>st</sup> October so people will arrive. PW said he is confident.</p> <p><b>3. Efficiency (ii)</b></p> <p>DB gave an update on Op METIOR and Op DERBY:</p> <p>Op Meteor began in January 2016 includes anti-social behaviour in the county. It’s about targeting and capturing those involved with anti-social and criminal</p>	<p>PW</p> <p>JB/GF</p> <p>DB</p>
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behaviour. Motorcycle persistence has grown over the last 10 years. KH asked if this was mainly round traveller sites. DB said not necessarily and is spread out over green areas also. Offenders move in packs and are also involved in the distribution of drugs. KH asked if it was true that officers are not permitted to chase offenders not wearing helmets. DB said this is up to pursuit manager to decide at the time having looked at; duty of care/protection of the public etc. DB also mentioned that we have had 3 serious road traffic incidences in relation to this (no police contact). One of the issues was wider antisocial behaviour and has now been allocated to Mark Farrant and John Nicholls to get training out to the front line about sharing knowledge and understanding and re-install skills. KH mentioned that this is a hot topic at parish council meetings and is pleased this is now in place. DB warned that there was lack of consistency in the county between North and South and we weren't learning/sharing information. Op' METIOR sits in control room and can be activated for this. We have also introduced community profiles to the wider force. Communications to go out next week with a 12 point plan for tactics: – targeting and controlling hot spots, intel, prevention.

Hot spot targeting: – successful but limited. Funding available from FTTCG to train specials to target locations. We are looking at going to Merseyside in October to look at their crime prevention programme.

DB also spoke about a group of approx. 3,000 to take over a road and drive up and down on scooters. Intel' has now identified 5 individuals and a ring leader who are currently under investigation. KH pointed out that not all of the offenders are youths some are in their 30s.

**Summarise**

DB said there are county wide trigger plans around both Ops'. Whilst we don't have a standing team, we bring resources together and are learning from one another. KH said it's extremely important and we must do proactive comms' about this with Julie.

DB reported that the Fidelity car is no longer being used: – too over-stretched for the burglary problem we have in the county. However, from the report you will see good results for those who have been convicted/on remand for burglary. KH said that the problem was dealt with well in March and asked how good our intel' is for those due to be released. DB advised that more could be done as we are currently dependent on information from the Prison Liaison Officer advising us, some offenders passing through will not be alerted. KH said she would raise this next week when she visits HMP Bedford to meet the new Governor. DB said we need to get better at requesting this info' also. Burglary hotspots have now been highlighted. Burglary has gone down, but more to do with definition in the

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<p>term 'dwelling'. Credit is also due also to some partnership work being done. Our real test is to make sure we have a robust plan for Autumn/Winter. KH said there is currently no facility to store Asian gold (was one in July) and that we should perhaps look at producing a sticker to put on dwelling windows to say 'Asian Gold NOT stored here'.</p>	<p>DB</p>
<p>KH said that it's not that robbery has gone up but the use of weapons has, what's the update please? DB spoke about OP' Liquorice: – handbag snatches of the elderly. Preventative measures are now in place and we know who the suspects are. We also have an issue with knife crime across county, but have good partnership work going on with young people and suggested that Juliet Everett should come to Strat' Board and give and update. KH said she is pleased about the schools work, as Head Teachers have reported a growth in young people carrying knives. The PCC has asked for an update at next Strat' Board on 'Gangs and Knife Crime'.</p>	<p>DB</p>
<p><b>4. Effectiveness</b></p>	
<p>Effectiveness: – KH asked for updates on top 5 points from GF.</p>	
<p>GF described the PEEL Review as 'structure rich but detail poor' but that improvements can be made and that not all recommendations are listed in the spreadsheet. We need to look across the whole inspection piece to check the % of completion as we go along. GF said he was a bit surprised that we are just touching up in the areas of concern and said that some bits are good but we are not digging deep enough into the layers of questions regarding the improvements of problem areas. KH agreed. GF said that part of this was due to work load, but also said a lot of work has already been done and he has set a tone at the meeting to steer this in the right direction i.e. - how many Gold groups have we got / look at prioritising and over planning / make it slicker and not purely responsive but more proactive.</p>	
<p>CK said some individuals are consistently being chosen to work on projects, which is perhaps why not all are achievable. KH said if the OPCC can assist please let us know. PEEL meeting will now be weekly and GF will chair this going forward.</p>	
<p>Missing and vulnerable: - KH asked how effective the force is in preventing reoffending and that we should focus on HMI for the vulnerability piece and that we should revisit Missing From Home as this effects our inadequate rating. GF said we previously had 40 missing from home but are now down to only 6. KH asked how effective the force is at tackling organised crime. GF said that Ch Supt Mark Lay has done a great piece of work on this. KH said that an officer should be in location contact for each missing child, is this in place. AA said she</p>	

<p>believed that there are now named officers in place.</p> <p>KH said HMIC do not seem to understand ERSOU/ROCU and asked if they can they be invited to visit. GF said we can explore this.</p> <p>KH spoke about: stop and search /Martel /Better4Beds. The figure has gone up from 1% to 3% but not sure now. Where is the flag/marker for this? Home Office requirement is 2% so we need to look at this for next Strat Board.</p> <p><b>5. Finance update</b></p> <p>KH asked PW how we are going to cover the 650k for pay reward. PH said he is now too concerned about this more concerned about black whole, but we should come in on budget.</p> <p>In terms of SEAL we have 150k we could use a space in the Houghton Regis development.</p> <p><b>6. HUB Update – Kevin Vanterpool</b></p> <p>KV spoke about the HUB Recruitment Evening and there was a good turn-out of 28 people, very positive, all going well with HR. There are some risks and legal challenges but they can be worked around.</p> <p>Transition Planning: - Victim Services is very supportive. They were sent the Job Description which allowed us to move forward.</p> <p>Historical Solutions: - want to support us, constructive feedback, training and development. Conversations around Triforce re: sharing capabilities there is good open dialogue, but specialist capabilities we may have to buy in as they are currently not available within the force.</p> <p>Budget pressures: – pay grades are higher in Beds (higher than Cambs or Herts). PW asked if we were over grading some positions. KV said they have checked this, but to deliver aspirations the role profile had to expand. Line reporting will be head of crime. Slight budget pressure because of this, but the balance is that some other roles are lower level so this will balance out.</p> <p>TUPI: – make sure we comply with this.</p> <p>Victim Care: – 3 individuals who will TUPI over, we are holding posts for them. KH said she was happy with recommendations.</p> <p>Estate: – old FCR possibility but the whole space would be required. Also look at</p>	<p>GF</p> <p>GF</p>
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<p>sponsorship. The PCC mentioned Justine Currell, who will be the new Deputy PCC, who has good links with M&amp;S and Next. Her first role could be to help us with sponsorship.</p> <p>Issues – ICT frustrations – engagement.</p> <p>Risks – around estate.</p> <p>Overall – on track, flexible with the plan, will go live on 1<sup>st</sup> April.</p> <p>KH thanked Kevin and added that we made a decision around the website to go with soft launch for a month to give partner agencies a chance to comment. We can shout about this as a force as it looks excellent and should deliver what it plans to deliver. Please could everyone have a look at the Signpost website and report back findings: <a href="http://www.signpostforbedfordshire.com">http://www.signpostforbedfordshire.com</a></p>	<p>ALL</p>
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